



Department of the Navy

DEPARTMENT OF NAVY

REGIONAL COMMANDERS/ COMMANDING OFFICER'S CONFERENCE

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The Civilian Workforce and BRAC

Motivating

- VSIP Phase I
- Hiring Preference
- Post Closure Guarantee
- Leave Carryover
- New Awards
- Transition Plans

Communicating

- DoD BRAC Video
- DoD CARE Brochure
- Websites
- Supervisory Training
- Toll Free Number
- Activity Partnerships
- Publish Attrition Goals
- CEAP

Supporting Transition

- VSIP Phase II
- VERA
- Outplacement Subsidy
- Voluntary RIF
- Job Exchange
- Lump-Sum Severance
- PPP, RPL, ICTAP
- Cont of Health Benefits



The Civilian Workforce and BRAC

Motivating

- **Voluntary Separation Incentive Pay (VSIP) Phase I**
 - Reduces involuntary separations by encouraging employees to voluntarily retire or resign with up to a \$25,000 pay incentive.
- **Hiring Preference for Contractor Jobs**
 - Gives involuntarily separated employees, at closing bases, the right of first refusal for certain jobs with private contractors
- **Post Closure Employment Guarantee**
 - Encourages employees to remain at an activity until closure in exchange for guaranteed placement at non-closing activity
- **Unlimited Annual Leave Carryover**
 - Allows DoD employees, at installations scheduled to close, to accumulate annual leave without restriction
- **New Award Incentives**
 - Establishes a new category of awards be used as an incentive for employees to remain at bases that are closing
- **Transition Plan**
 - Need to develop transition plan including identification of skills needed for continued operations and closure management



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Communicating

- **DoD BRAC Video and CARE Brochure**
 - Covers employee benefits, transition, and outplacement programs
- **BRAC-Related Websites**
 - <http://www.cpms.osd.mil/bractransition> (Site soon to be available)
 - <http://www.defenselink.mil/brac>
 - <http://www.donhr.navy.mil>
- **Supervisory Training**
 - Train managers in stress management, recognizing and handling difficult situations.
- **Toll Free Number**
- **Activity Partnerships**
 - Communicate and partner with non-closing activities/agencies and market “job exchange” and “post-closure employment guarantee” efforts
- **Publish Attrition Goals**
 - Establish and publicize numerical goals for attrition throughout closure process then set stage for planning the use of various tools available to influence attrition (i.e. staged reductions)
- **Civilian Employee Assistance Program (CEAP)**
 - Have a CEAP plan in place and make sure counselors are immediately available



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Supporting Transition

- **Voluntary Separation Incentive Pay (VSIP) Phase II**
 - Non-downsizing activities may use incentives to create vacancies to place employees facing RIF separation at downsizing activities
- **Voluntary Early Retirement Authority (VERA)**
 - Allows early retirement at age 50 with 20 years service or at any age with 25 years of service
- **Outplacement Subsidy**
 - Pay Federal (non-DoD) agencies up to \$20,000 to fund portion of relocation costs incurred with hiring a DoD employee
- **Voluntary Reduction in Force (RIF)**
 - Allows employees to voluntarily separate through reduction in force in order to save an involuntary separation
- **Job Exchange**
 - Employees at closing bases can exchange jobs with employees at non-closing commands who will soon be retiring
- **Lump-Sum Severance Pay**
 - Allows employees to receive severance pay in a lump sum rather than biweekly



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Supporting Transition

- **Priority Placement Program (PPP)**
 - Provides employees facing separation or demotion mandatory placement rights for DoD vacancies that match their qualifications
- **Reemployment Priority List (RPL)**
 - Provides employees facing separation priority over certain non-DoD employees for DoD jobs within the commuting area
- **Interagency Career Transition Assistance Plan (ICTAP)**
 - Provides employees facing separation selection priority for positions at non-DoD activities. Employees must apply for vacancies and be found well qualified
- **Continuation of Health Benefits**
 - DoD employees involuntarily separated (not eligible for annuity), may retain their health insurance for up to 18 months and only pay employee share



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DoN BRAC Statistics Total Separations 1992 to 1996

DON BRAC Installations Included

Philadelphia Naval Shipyard
Charleston Naval Shipyard
Long Beach Naval Shipyard
NADEP Norfolk
NADEP Pensacola

Total Separations - 29,750

